



7 August 2006

**COMMANDING OFFICER
MARINE CORPS LOGISTICS BASE ALBANY**

STATEMENT ON EQUAL OPPORTUNITY AND DISCRIMINATION

We face challenging times that test the limits of our collective and individual capabilities. Accomplishing the mission of Marine Corps Logistics Base, Albany in this demanding environment requires that we work as a unified team, making the most of each member's capabilities and collaborating to produce a "sum" that is greater than the individual "parts." The need to take full advantage of each individual's contribution leaves no room for discrimination!

Discrimination—to include sexual harassment, hazing, or any conduct that demeans the dignity of another person, including any act of reprisal—will not be tolerated!

I am committed to creating and maintaining an employment environment aboard the base that provides equal opportunity for all service members, civil servants, and applicants. The complexity of the base's daily operations makes achieving this vision a collective endeavor. In short, I need your help! I need your help in developing a command climate that values the diversity of skills, ideas and experiences inherent in our varied workforce; these strengthen the team. I need leaders and supervisors to actively promote a culture that judges performance based on merit, ability and results. I need all our "players" to treat each other with respect, fairness, and dignity. To this end, I want to re-emphasize the following:

- Discrimination is an act, policy, or procedure that arbitrarily denies equal opportunity because of age, color, national origin, race, ethnic group, religion or gender.
- Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
- Hazing is any conduct whereby one individual, regardless of position, causes another to suffer or be exposed to an activity which is cruel, abusive, humiliating, or oppressive.

I take all reports of discrimination seriously. I expect subordinate leaders and supervisors to do the same, taking immediate and appropriate action if they become aware of discrimination; ignoring or condoning discrimination, in any of its forms, is simply unacceptable.

For service members, the Informal Resolution System (IRS) is the preferred method to resolve at the lowest possible level incidents of non-criminal discrimination. When necessary, bring formal allegations of serious discrimination to my attention via Request Mast or one of several other avenues for seeking formal redress outlined in the Marine Corps Equal Opportunity Manual, MCO P5354.1D. For civilians, the discrimination complaint process is posted on all bulletin boards and on our intranet website. Our goal is to resolve civilian issues at the lowest possible level utilizing the Alternative Dispute Resolution process.

I encourage all military personnel to seek further information and advice from the chain of command or from the command's Equal Opportunity Representative, Staff Sergeant Calandra L. Bonner at (229) 639-5647. Civilian personnel should seek further information and advice from the Equal Employment Opportunity Office at (229) 639-5250.

A handwritten signature in black ink, appearing to read "C. N. Haliday".

C. N. HALIDAY
Colonel, U.S. Marine Corps